



MDA: “3 in 6” Inclusion & Diversity actions (Version 1.0)

1. Reach out to CAFNR’s Director of Diversity, Inclusion and Compassion

- *Description: Goal is to learn what CAFNR is doing in this arena and look for areas to partner with them to attract minority students to careers in agriculture at MDA.*
- *Desired impact: Find ways to attract minority students to intern with MDA and seek employment with the department after they graduate college.*
- *Current status: Plan to host a webex meeting before 12/31/2020 to identify opportunities to collaborate.*
- *Next steps: We would like to meet on a quarterly basis to learn from each other what is working to attract minorities to agriculture careers.*

2. Connect with Lincoln University’s Minority in Agriculture Group

- *Description: Goal is to develop semester internships during the school year within our divisions based off of previous internships within our HR department.*
- *Desired impact: Introduce minorities to the career opportunities at MDA and allow individuals the opportunity to gain first hand agriculture experiences from a regulatory standpoint.*
- *Current status: Working to schedule a meeting with the appropriate leaders at LU.*
- *Next steps: Build out internship program and secure funding, not every division will be able to fund this initiative.*

3. Focused Social Media on D&I

- *Description: Highlight our diverse workforce in career opportunity posts and ag education posts.*
- *Desired impact: We want all Missourians to feel welcome in the agriculture family.*
- *Current status: Celebrating non-traditional events in SM posts; highlighting career videos which may attract applicants from outside of the agriculture community.*
- *Next steps: Continue to create more videos and content to connect with a non-traditional audience*

